

# INTERAGENCY ADVISORY GROUP

UNITED STATES OF AMERICA  
OFFICE OF PERSONNEL MANAGEMENT  
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June 25, 1979

TO: Directors of Personnel  
Members of IAG Adverse Action Committee

FROM: *R. Figueroa*  
Rosemary Figueroa  
Staff Director, IAG

SUBJECT: Change of Title of IAG Adverse Action Committee

After consultation with Adverse Action Committee members, OPM has changed the name of the Adverse Action Committee. The change has become necessary for two reasons: (1) with passage of the CSRA, removals or reductions in grade based only on unacceptable performance are no longer adverse actions under chapter 75 of title 5, but are covered by separate, nondisciplinary procedures provided by section 4303 of title 5; and (2) the increased emphasis on agency administrative grievance systems is not reflected in the narrow term "adverse actions."

OPM staff suggested the name "Employee Relations Committee" as being a more general and inclusive one covering the several areas of interest to the Committee: actions based on unacceptable performance, adverse actions, agency administrative grievance systems, employee review rights, and employee discipline. Members, while noting the name may possibly be broader than these areas, agreed that it was preferable to have it too broad than too narrow.